

UCLA Faculty Association

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Monday, November 10, 2025

Naming

From the [Daily Bruin](#): *The UC eliminated its department of Equity, Diversity and Inclusion on Oct. 27, replacing it with the Office of Culture and Inclusive Excellence. The EDI department previously said its purpose was to dismantle "all forms of systemic discrimination," according to its now-removed page on the UC Office of the President website. It also said UCOP was committed "to building an enduring anti-racist organization," while the new OCIE homepage makes no references to race or racism. The change in the office's name follows President Donald Trump pressuring universities to eliminate diversity, equity and inclusion programs, including by threatening to withhold federal funding from institutions that do not comply. The U.S. Department of Justice sent a proposed settlement to UCLA in August demanding that it end its diversity-related programs in exchange for the university's then-frozen federal research funding.*



...The UC Office of the President did not respond in time to a request for comment on the change. UCOP has not made any public statement about how the new OCIE office is structurally or functionally different from the previous EDI department...

Full story at <https://dailybruin.com/2025/11/05/uc-eliminates-edi-department-creates-office-of-culture-and-inclusive-excellence>.

Posted by California Policy Issues at [3:30 AM](#) No comments:

Labels: [diversity](#), [politics](#), [UCOP](#)

Straws in the Wind - Part 157

From [Inside Higher Ed](#): *Faculty at Williams College approved four motions at a faculty meeting... to remove language about using race in college admissions and hiring decisions from the faculty handbook, the Williams Record reported. The changes are part of a collegewide effort to comply with new federal laws and regulations, a college spokesperson said. In May, Williams officials stopped accepting grants from the National Science Foundation and the National Institutes of Health, saying they would not accept new funding until the agencies clarified their ban on college grant recipients promoting diversity, equity and inclusion.*



Two of the approved motions removed references to affirmative action and replaced them with language about "non-discrimination." Another motion revised the description of the Bolin Fellowship—named for Williams's first Black graduate, Gaius Charles Bolin—to remove language that restricted the scholarship to underrepresented groups. The fourth motion removed racial provisions from the handbook description of faculty hiring processes. All motions were "widely approved," the Record reported. Faculty were originally supposed to vote on the motions last month, but the vote was deferred to allow for further discussion...

Full story at <https://www.insidehighered.com/news/quick-takes/2025/11/03/williams-removes-race-language-handbook-get-grants-back>.

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See also <https://uclafacultyassociation.blogspot.com/2025/07/straws-in-wind-part-41.html>; <https://uclafacultyassociation.blogspot.com/2025/06/straws-in-wind-part-12.html>.

Posted by California Policy Issues at [3:20 AM](#) No comments:

Labels: [diversity](#), [politics](#), [public funding](#), [Williams College](#)

Cosmetic Compacts

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- [Our Concerns Over Revisions to APMs 15 and 16](#)
- [Fight for the Future of Higher Ed Town Hall](#)
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You may have seen this item in the [LA Times](#):

Facing budget shortfalls due to state cuts, uncertainty over federal support and increasingly acute student needs, the University of California said Friday that it would seek a nearly \$130-million zero-interest loan from the state. UC's top finance manager made the emergency request in a letter to the state Department of Finance, asking for fast-tracked approval from

lawmakers so the loan could be used during the current fiscal year...

The loan option was offered to UC under the state budget passed this year that cut the system's year-to-year state funding by 3%, or roughly \$130 million...

Full story at <https://www.latimes.com/california/story/2025-11-07/uc-seeks-130-million-loan>.

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So, let's break it down. Under the so-called compact - good term for something cosmetic - UC should have received the \$130 million as an allocation from the state (along with the rest of the UC budget). But the legislature said we'll give it to you - next year. So the deal became, give it to UC now as a zero-interest loan and then UC will pay it back next year with the extra \$130 million you'll be giving it. Viewed that way, it is spending in all but form, but it makes the budget look rosier by \$130 million than it would if the money were simply recorded as spending. It is cosmetic spending.

However, there is a hitch. The legislature, in cooking up the deal, couldn't really bind any future legislature to allocate the owed \$130 million. So we will see how cosmetic it is next June when a new budget will need to be enacted.



Posted by California Policy Issues at [3:10 AM](#) No comments:

Labels: [State Budget](#), [UC budget crisis](#)

Sunday, November 9, 2025

Reminder - Don't Choose What's Not on the Menu

We have already posted a cautionary note to UC retirees who are eligible for UC retiree health but apparently - as seemed likely - there has been some confusion among retirees concerning letters offering UCLA's new Medicare Advantage Plan.* So let's repeat the basics:

UCLA created a new Medicare Advantage Plan for LA County residents eligible for Medicare. A Medicare Advantage Plan takes the place of Medicare; it is not a supplement to Medicare. Thus, UCLA has entered the commercial marketplace of insurers offering this privatized version of Medicare.

UCLA's Medicare Advantage Plan is NOT on the menu for UC retirees who are under the UC retiree health plan. There are Medicare Advantage plans offered to UC retirees through UC retiree health, but NOT UCLA's. It is not on the menu.

There have been mass mailings advertising the UCLA plan and some have gone to UCLA retirees and dependents under the UC retiree health plan. Because the letters - three have appeared so far in my mailbox - look as if they might be part of open enrollment for UC retiree health (they have "UCLA Health" on the heading), they have the potential to be confused with the materials that are relevant choices in the UC retiree health offerings.

Were a UC retiree eligible for UC retiree health insurance mistakenly call the phone number listed on the mailers and try to enroll, it is not clear whether whoever answers the call would know that the caller should not enroll. Were such a mistaken enrollment to occur, it would cause all kinds of problems for the retiree.

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*<https://uclafacultyassociation.blogspot.com/2025/10/dont-choose-whats-not-on-menu.html>.

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NOTE: Some people who retire from UC are not eligible for UC retiree health. For example, someone who took the lump-sum pension option would not be eligible unless they were a dependent of someone who was eligible. Those non-eligible people could, of course, consider the UCLA plan among the other choices on the external commercial market.

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Posted by California Policy Issues at [3:30 AM](#) No comments: 

Labels: [health care](#), [UCLA](#)

Straws in the Wind - Part 156

From the [Daily Pennsylvanian](#): *Penn appears to have experienced a cybersecurity breach... after a series of mass emails were sent to students, faculty, alumni, and parents from accounts linked to the Graduate School of Education. The messages — sent from multiple University-affiliated email addresses — were addressed to the Penn community and contained criticisms of the University's security practices and institutional purpose, according to copies of the messages reviewed by The Daily Pennsylvanian. Penn's Information Systems & Computing office wrote in a statement that it is "working with our campus partners to resolve the issue."*

"We hire and admit morons because we love legacies, donors, and unqualified affirmative action admits," the email — which contains profane language and a slur — read in part.

In an email to the Penn GSE community, a spokesperson for the school described the emails as "highly offensive," adding that they "are in no way reflective of Penn or Penn GSE's mission or actions." ...

Full story at <https://www.thedp.com/article/2025/10/penn-gse-emails-we-got-hacked-subject-security-breach>.

From the [Daily Pennsylvanian](#): *Following a series of mass emails alleging Penn had been hacked, individuals claiming responsibility for the security breach released thousands of pages of internal University files on Nov. 1. The documents — which were released by the alleged hacker on LeakForum and reviewed by The Daily Pennsylvanian — include internal University talking points, memos about donors and their families, receipts of bank transactions, and personal identifying information. In a message accompanying the data, the group claimed that it gained "full access" to a University employee's PennKey account and export data on "1.2 million University of Pennsylvania students, alumni, and donors" from University databases...*

Full story at <https://www.thedp.com/article/2025/11/penn-hack-documents-released-gse-emails-data>.



Posted by California Policy Issues at [3:20 AM](#) No comments: 

Labels: [email fraud](#), [U of Pennsylvania](#)

Will Harvard Continue to Lead the Charge? - Part 87



From the [Harvard Crimson](#): *Harvard will begin screening international participants, faculty, and co-sponsors for all University-affiliated educational events — including executive education programs, online programs, workshops, and conferences — according to an internal presentation obtained by The Crimson. The slide deck, which was presented to some Economics Department staff on Oct. 30, detailed expanded compliance measures that require screenings for international attendees and collaborators of Harvard educational programs from certain restricted countries, including China, Iran, and Russia.*

It also noted that some activities, including the sharing of research materials, allowing access to research spaces by international visitors, or presenting unpublished research abroad, may require export licenses in coordination with federal agencies. While the University officials explained in the slides that export control laws have long applied to international collaborations, the presentation attributed the new blanket policy — which had historically only applied to high-profile science and technology endeavors — to a "different focus" from the Trump administration and inquiries from the House Republicans into Harvard's activities overseas...

Full story at <https://www.thecrimson.com/article/2025/11/7/harvard-screening-restricted-party-list/>.

Posted by California Policy Issues at [3:10 AM](#) No comments: 

Labels: [academic freedom](#), [Harvard](#), [politics](#)

Saturday, November 8, 2025

The Regents are Coming: Nov. 18-20, 2025

The Regents will be meeting at UCLA November 18-20 and their preliminary agenda is now posted.

Note: As yet, the underlying documents in the various sessions are not available.

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Agenda: November 18-20, 2025 - Luskin Conference Center, UCLA

Will Harvard Continue to Lead the Charge? - Part 90

Statements

Overwhelming votes

Two

Straws in the Wind - Part 164

Will Harvard Continue to Lead the Charge? - Part 89

The Lease

Straws in the Wind - Part 163

New Notice

No Billion

Not Everyone Is Prepared

Straws in the Wind - Part 162

Rumors - Part 2

Athletic Investments - Part 4

Straws in the Wind - Part 161

Lane Squeeze Near UCLA This Weekend

Last Minute

Revitalizing Westwood

Straws in the Wind - Part 160

I never promised you a Rose Bowl? - Part 2

Bugged - Part 2

No thank you

Bugged

Straws in the Wind - Part 159

Will Harvard Continue to Lead the Charge? - Part 88

Averted Strike News

Straws in the Wind - Part 158

You Don't Say

All in 30 Minutes? - Part 2

Special Systemwide Assembly Meeting: Nov. 20, 2025...

Naming

Straws in the Wind - Part 157

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Reminder - Don't Choose What's Not on the Menu

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Will Harvard Continue to Lead the Charge? - Part 87

The Regents are Coming: Nov. 18-20, 2025

Coming Soon to Berkeley

Straws in the Wind - Part 155

Two Suits Settled

Cornell Deal

Angry Judge

Straws in the Wind - Part 154

Will Harvard Continue to Lead the Charge? - Part 86

Holmby

Straws in the Wind - Part 153

The End

Will Harvard Continue to Lead the Charge? - Part 85

Assessing Options

Rumors

Straws in the Wind - Part 152

I never promised you a Rose Bowl?

They don't quite say don't give it

Straws in the Wind - Part 151

Animals

Athletic Investments - Part 3

In Case You Missed It

Straws in the Wind - Part 150

Special

Will Harvard Continue to Lead the Charge? - Part 84



Tuesday, November 18, 2025

2:30 pm **Health Services Committee** (open session)

Action: Approval of the Minutes of the Meeting of September 16, 2025

Public Comment Period (30 minutes)

Upon end of open session:

Health Services Committee (closed session)

Action: Approval of the Minutes of the Meeting of September 16, 2025

H1(X) Discussion: Litigation, Collective Bargaining, and Financial Risks to the Academic Medical Centers

NOTE: Presumably, "Financial Risks" involve uncertainties about federal funding. "Collective Bargaining" presumably includes the strike scheduled to overlap the Regents sessions.

H2(X) Discussion: UC Health Litigation Update

Upon end of closed session:

Health Services Committee (open session)

H3 Discussion: Medical Center Annual Financial Report for Fiscal Year 2024-25

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Wednesday, November 19, 2025

8:30 am **Board** (open session - includes public comment session)

Public Comment Period (30 minutes)

- Remarks of the Chair of the Board
- Remarks of the President of the University
- Remarks of the Chair of the Academic Senate

B1 Discussion: UC Inspires: UC Nobel Laureates—A Legacy of World-Changing Achievement and Impact

10:30 am **Board** (closed session)

B2(X) Discussion: External Funding Litigation and Legal Issues

NOTE: Refers to the current conflict with the federal government.

12:30 pm **Board** (open session)

B3 Action: Renewal of the University of California Tuition Stability Plan

Concurrent Meetings

1:30 pm **Finance and Capital Strategies Committee** (open session)

Action: Approval of the Minutes of the Meeting of September 17, 2025

F1 Action: East Campus Student Housing, Santa Barbara Campus: Budget, Scope, External Financing, Long Range Development Plan Amendment #8, and Design Following Consideration of Addendum No. 6 to the 2010 Long Range Development Plan Environmental Impact Report Pursuant to the California Environmental Quality Act

F2 Action: University of California Consolidated Capital Report and Approval of the 2025-31 Capital Financial Plan

F3 Action: University of California Financial Reports, 2025

F4 Action: University of California 2026-27 Budget for Current Operations and State Request for Capital Projects

NOTE: Just as UC has budget plans for next year, so, too, must UCLA. The UC budget is the sum of the campus budgets plus certain systemwide programs. As blog readers will know, there is a pending demand at the UCLA Academic Senate for access to campus budgets and projections following claims of an undefined "deficit" and related cuts.

F5 Action: Consent Item: University of California Retirement Savings Program – Plan Provision and Operational Amendments

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Contributors

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F6 Discussion: Annual Actuarial Valuation of the University of California Retiree Health Benefit Program

F7 Discussion: Annual Actuarial Valuations for the University of California Retirement Plan and Its Segments and for the 1991 University of California – Public Employees' Retirement System Voluntary Early Retirement Incentive Program [VERIP]

NOTE: Various pension-related incentives termed "VERIPs" to encourage early retirement were given in the early 1990s during a budget crisis of that era to reduce payroll costs.

1:30 pm **Academic and Student Affairs Committee** (open session)

Action: Approval of the Minutes of the Meeting of September 17, 2025

A1 Discussion: Joint Academic Senate-Administration Task Force on UC Adaptation to Disruptions (UCAD Plus)

NOTE: This task force deals with disruptions in federal funding resulting from the current conflict with the Trump administration.

A2 Discussion: UCLA Research Informing Post-Fire Rebuilding and Resilience

3:30 pm **Joint: Health Services Committee and Finance and Capital Strategies Committee** (closed session)

J1(X) Action: Lease of Clinical Support Building and Budget for Tenant Improvements, San Francisco Campus

4:00 pm **Investments Committee** (open session)

Action: Approval of the Minutes of the Meeting of July 15, 2025

I1 Review of First Quarter 2025-26 Fiscal Year Performance for UC Retirement, Endowment, and Working Capital Assets

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Thursday, November 20, 2025

8:30 am **Board** (open session - includes public comment session)

Public Comment Period (30 minutes)

Action: Approval of the Minutes of the Meetings of July 17 and September 17, 2025

Remarks from Student Associations

9:15 am **Compliance and Audit Committee** (open session)

Action: Approval of the Minutes of the Meeting of September 17, 2025

C1 Discussion: Ethics, Compliance and Audit Services Annual Report 2024-25

C2 Discussion: Annual Report of External Auditors for the Year Ended June 30, 2025

Upon end of open session:

Compliance and Audit Committee (closed session)

Action: Approval of the Minutes of the Meeting of September 17, 2025

C3(X) Discussion: Annual Consultation with Regents' Auditors Concerning Performance of University Personnel

C4(X) Discussion: Compliance and Audit Personnel Matters

C5(X) Action: Recommended Settlements for Board Action:

NOTE: Includes cases involving employment discrimination, workers' compensation, and medical malpractice.

C6(X) Discussion: Appellate, Trial Court Developments and Updates

NOTE: Includes cases involving complaints of use of affirmative Action: in medical school admissions, the Heaps medical malpractices cases at UCLA, Pasadena's case against UCLA involving the Rose Bowl, litigation related to federal fund cutoffs, protest-related cases, the case that forced UC to release the demand letter from the federal government, and a case involving blockage by authorities of a pro-Israel program at UCLA. Oddly, the Gordon Klein case from UCLA that resulted from the 2020 George Floyd events - now awaiting a judge's decision - is not included. Also includes various employment-related and medical malpractice cases.

C7(X) Information: Settlements and Separation Agreements under Delegated Authority Reported from August 1, 2025 to September 30, 2025

10:50 am **Governance Committee** (closed session)

Action: Approval of the Minutes of the Meeting of September 17, 2025

G1(X) Discussion: Collective Bargaining Matters

G2(X) Discussion: Market-Based Salary Adjustment for Executive Vice Chancellor and Provost, Berkeley Campus

Upon end of closed session:

Governance Committee (open session)

Action: Approval of the Minutes of the Meeting of September 17, 2025

G2 Action: Approval of Market-Based Salary Adjustment for Executive Vice Chancellor and Provost, Berkeley Campus as Discussed in Closed Session

G3 Action: Dates of Regents Meetings for 2027

11:30 am **Board** (open session)

Committee Reports Including Approvals of Recommendations from Committees:

- Academic and Student Affairs Committee
- Compliance and Audit Committee
- Finance and Capital Strategies Committee
- Governance Committee
- Health Services Committee
- Investments Committee

Officers' and President's Reports: Report of Materials Mailed Between Meetings

Upon end of open session:

Board (closed session)

Action: Approval of the Minutes of the Meetings of August 11,

September 17, October 14, and October 23, 2025

Committee Reports Including Approval of Recommendations from Committees:

- Compliance and Audit Committee
- Finance and Capital Strategies Committee and Health Services Committee
- Governance Committee
- Personnel matters
- Health Services Committee

Officers' and President's Reports:

- Personnel Matters
- Report of Interim, Concurrence, and Committee Action:s
- Report of Materials Mailed Between Meetings

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